

U.S. FISH & WILDLIFE SERVICE
Affirmative Employment Scorecard
FY2005

Permanent Workforce

Objective 1. Reduce the overall under representation of minorities.

	National 2000 CLF	Percent Representation - Permanent		
		09/30/2004	09/30/2005	Status
Minorities	20.6	15.6	15.6	▼

Monitor Competitive Internal Movement.

	Percent of group competitively promoted/transferred		
	All RNO/Gender Groups		Selected Group
Minorities	5.8		5.7
White women			6.1

Objective 2. Reduce the under representation of Asians and Blacks in the 400 series.

	National 2000 CLF	Percent Representation - Permanent		
		09/30/2004	09/30/2005	Status
Asians	8.6	1.7	1.6	▼
Blacks	3.0	2.1	2.0	▼

Objective 3. Reduce the overall under representation of women.

	National 2000 CLF	Percent Representation - Permanent		
		09/30/2004	09/30/2005	Status
Women	45.5	39.6	39.7	▲

Objective 4. Reduce the under representation of women in GS-401, 482, and 486 series.

	National 2000 CLF	Percent Representation - Permanent		
		09/30/2004	09/30/2005	Status
White women	35.0	28.5	29.6	▲
Minority women	9.1	3.5	3.5	▼

Objective 5. Continue the hiring goals for individuals with disabilities, as described in the attached region/program specific table, per Presidential Executive Order 13163 in permanent and temporary positions.

	Annual Goal	Hired	Needed to Hire	Percent of Goal Reached*	Status
President's Executive Order: Persons with disabilities	274	78	196	28.5%	▼
Director's Initiative: Persons with targeted disabilities	27	17	10	63.0%	▼

* Percent of goal reached with 100% of the year completed.

Summary of Permanent Workforce

- The overall representation of minorities remained unchanged and is below the National CLF.
- White women are above and minorities are below the rate of competitive promotions/transfers of all groups within the Service.
- Four Blacks and one Asian were hired out of a total of 135 hires in the GS-400 series: however, the representation of Asians and Blacks decreased. Both groups remain below the National CLF.
- The overall representation of women increased but remains below the National CLF.
- The representation of White women increased in the GS-401, 482, and 486 series but minority women remained the same: however, both groups still remain below the National CLF.
- During the fiscal year, the Service achieved 28.5% of its goal for hiring persons with disabilities and 63.0% of its goal for hiring persons with targeted disabilities.

Summary of Permanent Workforce

Temporary Workforce

Objective 1. Reduce the overall under representation of minorities.

	National 2000 CLF	Percent Representation - Temporary		
		09/30/2004	09/30/2005	Status
	20.6	8.2	8.9	▲
Minorities				

Objective 2. Reduce the under representation of Asians and Blacks in the 400 series.

	National 2000 CLF	Percent Representation - Temporary		
		09/30/2004	09/30/2005	Status
	8.6	2.1	2.3	▲
Asians				
Blacks	3.0	0.8	0.0	▼

Objective 3. Reduce the overall under representation of women.

	National 2000 CLF	Percent Representation - Temporary		
		09/30/2004	09/30/2005	Status
	45.5	38.3	35.5	▼
Women				

Objective 4. Reduce the under representation of women in GS-401, 482, and 486 series.

	National 2000 CLF	Percent Representation - Temporary		
		09/30/2004	09/30/2005	Status
	35.0	38.1	37.9	▲
White women				
Minority women	9.1	4.0	2.9	▼